554 specifically. Learning and education are valued very highly by the Finns and still give prestige [461] to the individual. On the other hand, there is a short-sighted attitude noticeable among the workers, who consider only manual labor to be "real work" and white-collar people, accordingly, as people of leisure, living on the toil of [871] others. The fact that in Finland higher education actually is accessible to anyone who can [465] meet the qualifications and that skilled factory workers earn a salary far above that of the clerks and petty officials,has been very slow to be realized. Communist propaganda has tried hard to keep alive this resentment, for, it must be remembered, in Finland only a very few intellectuals have ever held communist views.

Wealth, of course, gives a certain kind of

464 of registered unemployed was 91, 778, the highest ever noted in Finland, representing 2. 4 per cent of the population. The situation, however, improved rapidly, and in the late thirties unemployment was virtually unknown. After the last war the number of men declaring themselves as unemployed was not more than 12, 500, and in a year it had decreased to 2, 600. But in 1948 the situation took a sharp turn for the worse, and during the working season of 1952-53 unemployment reached its peak, with 46, 100 persons without work by the end of 1953. During the following year, however, the situation was brought under control, and by the end of 1954 unemployment had virtually disappeared.

• 465 Wages and benefits. Wages were low at the beginning of the century, but there has been a

465 sharp rise, especially in those groups which formerly occupied the lowest-paid positions. During the period 1914-39 the wages of male agricultural workers increased over 17 times; by 1942, 43 times; and those of female agricultural workers, 38 times. The increase for loggers was by 1950 over 15 times, for industrial workers 12 times for men, and 14 times for women. The basic salaries for civil servants, on the other hand, had increased only about nine times over the pre-war level, only very slightly more than the rise in the cost of living, so that after the war the workers received a greater share of the national income than they had before.

465 656 Up to 1942 the wage scale was a question to be settled between the employer and the employed, but that year a government order was passed by which the government undertook to regulate

465 656 wages. After the war, together with the rise in living expenses, repeated demands for higher wages, accompanied by work stoppages, were made by the trade unions. In 1945 the government issued a decree according to which wages were to be raised commensurate with the cost of living, and this started a competition between prices and wages which has greatly promoted the general inflation and has now become one of the major financial problems in modern Finland.

465 Together with this trend for higher wages, there has been a demand for reduction of the margin between the wages paid to skilled and to seasonal workers. The combined influences of labor and the post-war scarcity of food and other essentials caused wages to rise beyond the level

511 465 established by Wage Regulation orders. If the cost of living index is supposed to have been

1:Indiana U S-4, 5(no date)1955 EOl Finland EOl

511 100 in 1939, in 1950 it was 911, and the general
465 trend for higher prices and higher wages still prevails.

The following table shows the wage norms and average hourly earnings (in marks) in certain industries in 1939-1948 as compared with the cost of living index:

1;Indiana U S-4, 5(no date)1955 EOl Finland EOl

465
511



| | 1939 | 1944 | 1945 | 1946 | 1947 | 1948 |
|---|---|---|---|---|---|---|
| Cost of living index | 100 | 201 | 282 | 450 | 681 | 804 |
| New cost of living index | | | | | 100 | 112 |
| **Wage norms** | | | | | | |
| Agricultural work | | 8:40 | 15:50 | 22:- | 43:25 | 48:- |
| Forestry | 4:63 | 12:21 | 26:- | 34:38 | 52:50 | 58:28 |
| General labor (State) | 4:60 | 9:14 | 20:- | 26:50 | 41:25 | 45:75 |
| **Men's average hourly earnings** | | | | | | |
| Pottery trade | 11:25 | 28:39 | 40:44 | 57:- | 99:70 | 111:42 |
| Machine shops | 9:44 | 22:02 | 37:20 | 52:73 | 80:94 | 102:99 |

| | | | | | | |
|---|---|---|---|---|---|---|
| Sulphite pulp mills | 7:71 | 17:54 | 31:66 | 45:13 | 81:50 | 96:94 |
| Sawmills | 8:09 | 17:66 | 30:30 | 43:15 | 73:85 | 90:84 |
| Sugar factories | 8:48 | 15:80 | 26:53 | 35:74 | 68:70 | 80:57 |
| Cotton mills | 7:32 | 16:39 | 26:78 | 38:86 | 49:91 | 72:31 |



Women's average hourly earnings

| | | | | | | |
|---|---|---|---|---|---|---|
| Pottery trade | 6:49 | 17:20 | 29:18 | 41:88 | 68:72 | 79:93 |
| Machine shops | 5:66 | 12:78 | 26:16 | 34:88 | 57:52 | 71:02 |
| Sulphite pulp mills | 4:28 | 10:22 | 22:15 | 31:70 | 61:87 | 71:74 |
| Sawmills | 4:06 | 9:99 | 20:44 | 29:28 | 51:78 | 62:19 |
| Sugar factories | 5:17 | 9:61 | 19:63 | 27:86 | 51:70 | 61:42 |
| Cotton mills | 4:51 | 10:33 | 19:38 | 29:41 | 37:88 | 55:51 |

000

| | | | | | | |
|---|---|---|---|---|---|---|
| Cotton mills | 4:51 | 10:33 | 19:38 | 29:41 | 37:88 | 55:51 |

562
465

Among civil servants and State officials the principle of equal pay for equal work is recognized, but in other occupations the salaries of women are lower than the men's. By the end of 1949 the wage index had risen in different groups as follows: (from an assumed 100 in 1939):



| | Men | Women | Both |
|---|---|---|---|
| Agricultural workers | 1303 | 1686 | - |
| Higher State officials | | | 543 |
| Lower State officials | | | 782 |
| Industrial workers | 1190 | 1400 | - |

1;Indiana U S-4, 5(no date)1955 EOI Finland EOI

000 Industrial workers 1190 1400 -

• 465 Many agricultural workers receive their pay partly in kind, but this is a matter of agreement between the employer and employee, and no uniform system exists. Another group of workers, who receive part of their salaries in kind, are domestic servants. An Act of the year 1949 regulates their working hours and established norms for their salaries, according to the cost of living in different localities, but since domestic help is difficult to get, the workers often enjoy salaries far above the prescribed norms.



657 Family allowances are paid by the State, not by the employer, but
466 allowances for children ($62 per annum for each child under 16, regardless

2: Anonymous G-4,5 (no date) 1939 RB1 Baltic Countries
Estonians R64
Finland E01



E
465
494

TABLE 6.—*Hourly Wage Rates of Transportation Workers (Except Railways and Shipping) and Street-Railway Workers in Estonia, July 1937*

| Occupation | Hourly wage rates (in senti) | | | |
|---|---|---|---|---|
| | Tallinn | | Tartu | |
| | Males | Females | Males | Females |
| Bus drivers | 43.1 | | 34.0 | |
| Bus conductors | | 23.9 | | 18.7 |
| Streetcars: | | | | |
| Motormen | 53.5 | | | |
| Conductors | 31.6 | 30.6 | | |
| Operators, 1-man cars | 45.2 | | | |
| Truck drivers | 40.6 | | | |
| Transport workers | 30.5 | | | |
| Port workers | 64.0 | 33.3 | | |
| Warehouse workers | 40.9 | 21.6 | | |
| Common laborers | 31.8 | 20.0 | | |

## *Wages in Finland* [4]

F
461
465

The labor legislation of Finland provides for an 8-hour day and a 48-hour week for practically every branch of labor with the exception of shipping, household work, and agriculture.

A worker is entitled to a 4-day vacation with full pay after 6 months and to 7 days with full pay after 12 months. Full wages are also paid for December 6, the Finnish Independence Day.

A maximum of 350 hours of overtime per year may be worked by employees over 18 years of age. Time and a half is paid for the first 2 hours and double time for subsequent hours of overtime. Double time is paid for Sunday and holiday work.

### AGRICULTURE

F
465
241

Of the farm laborers paid by the year, over 80 percent receive board; the remainder, in addition to board, receive payment in kind as well as cash wages. Practically all the female workers belong to the latter group. Payment in kind consists chiefly of wearing apparel, but in some cases also food products, land for cultivating potatoes, and grazing rights. In table 7, payments in kind calculated at current prices, but not board, are included in the wages.

TABLE 7.—*Average Annual Wages of Farm Workers in Finland, by Sex, 1936–37 and 1937–38*

[Average exchange rate of markka in 1937 and May 1938=2.2 cents]

| Occupation and sex | With board | | | Without board | | |
|---|---|---|---|---|---|---|
| | 1936–37 | 1937–38 | Percent of increase | 1936–37 | 1937–38 | Percent of increase |
| Males: | *Markkas* | *Markkas* | | *Markkas* | *Markkas* | |
| Foremen | 8,990 | 7,886 | 19.7 | 11,916 | 13,037 | 9.4 |
| Hired men | 3,337 | 4,238 | 26.9 | 7,569 | 8,974 | 18.6 |
| Females: | | | | | | |
| Barn maids | 4,080 | 4,899 | 19.8 | | | |
| Maids | 2,483 | 3,151 | 26.9 | | | |
| Housekeepers | 3,567 | 4,036 | 13.2 | | | |

[4] Report of B. Reath Riggs, American Consul at Helsinki.

2: Anonymous G-4, 5 (no date) 1939 RB1 Baltic Countries
Finland E01



The data contained in table 8 cover farm workers who are paid largely in kind, receiving in most cases lodgings, heat, light, and provisions, but not wearing apparel, as in the case of workers paid principally in money. The estimated value of payments in kind, as well as average annual total wages for these workers in 1936–37, are shown in the table.

TABLE 8.—*Average Annual Wages of Farm Workers in Finland, and Estimated Value of Payments in Kind, 1936 and 1937*

[Average exchange rate of markka in 1937 and May 1938=2.2 cents]

| Occupation and sex | Average annual money wages of workers paid largely in kind | | | Average annual wages in 1936–37 | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | | Payments in kind | | |
| | 1936–37 | 1937–38 | Percent of increase | Total | Cash | Lodgings, heat, and light | Other benefits | Total |
| | *Markkas* | *Markkas* | | *Markkas* | *Markkas* | *Markkas* | *Markkas* | *Markkas* |
| Males | | | | | | | | |
| Foremen | 6,974 | 7,540 | 8.1 | 13,502 | 6,974 | 1,894 | 4,634 | 6,528 |
| Hired men | 3,874 | 4,485 | 15.8 | 9,594 | 3,874 | 1,618 | 4,102 | 5,720 |
| Females | | | | | | | | |
| Barn maids | 5,543 | 6,296 | 13.6 | 8,921 | 5,543 | 1,138 | 2,240 | 3,378 |
| Maids | 3,629 | 4,152 | 14.4 | 6,675 | 3,629 | 823 | 2,223 | 3,046 |

Average payments in kind to farm workers in Finland in 1936–37 included grains, peas and potatoes, meats, salt herring, dairy products, salt, hay and straw, and the use of land to raise potatoes, etc. In all cases the quantities allowed to men were considerably higher than those for women.

In table 9 average daily wages for farm workers are shown. The month of February is taken as a basis for wages paid in the winter, and the month of July for wages paid in the summer. Most of the farm workers on a daily pay status receive board in addition to cash wages.

TABLE 9.—*Average Daily Wages of Farm Workers in Finland, 1936 and 1937*

[Average exchange rate of markka in 1936 and 1937=2.2 cents]

| Daily wage | 1936 | | 1937 | | Percent of increase | |
|---|---|---|---|---|---|---|
| | Winter | Summer | Winter | Summer | Winter | Summer |
| | *Markkas* | *Markkas* | *Markkas* | *Markkas* | | |
| With board | | | | | | |
| Men | 10.19 | 17.69 | 12.25 | 24.07 | 20.2 | 36.1 |
| Women | 7.92 | 10.70 | 8.96 | 14.15 | 13.1 | 32.2 |
| Without board | | | | | | |
| Men | 21.90 | 26.94 | 25.22 | 32.47 | 15.2 | 20.5 |
| Women | 15.85 | 17.32 | 15.44 | 20.27 | 11.5 | 17.0 |

## LOGGING

The logging industry in Finland is divided into 14 districts. For each of these districts, the Lumbering Wage Division of the Ministry of Communications and Public Works, in cooperation with employers and workers, fixes the daily wage standards to correspond with the

cost of living in different parts of the country. These standards are obtained by fixing the unit prices for different types of work performed, such as cutting and barking 1 cubic meter [5] of pulpwood, pit props, etc., and by adding up the average amount of work that an experienced and able-bodied lumberer or timber hauler accomplishes under normal conditions in an 8-hour day. The present unit price for cutting and barking a cubic meter cord of pulpwood or pit props of more than 10 centimeters [6] in thickness, ranges from 15.00 to 21.00 markkaa, and of less than 10 centimeters in thickness, from 22.00 to 31.00 markkaa, depending on the logging district. Lumberers engaged in cutting sawlogs are paid from 0.45 to 0.80 markka per cubic foot of barked log and from 0.30 to 0.55 markka per cubic foot of unbarked log. Timber haulers receive from 0.45 to 0.80 markka per cubic foot for the first kilometer [7] and 0.10 markka more for each additional kilometer. The actual earnings (see table 10) usually exceed the standard wages, since lumbering and timber hauling is piece work and 10-hour days are not uncommon. Lumberers and timber haulers and their horses are usually provided with lodgings by the logging companies during the logging season.

Inspectors appointed by the Lumbering Wage Division for the 14 logging districts see that the unit prices fixed in an agreement approved by the employers and workers are observed. Should the daily earnings in some district fall below normal, immediate measures are taken to increase the unit prices for work in that district.

Table 10 gives the standard wages and actual average daily earnings for lumberers and timber haulers (man, horse, and equipment).

TABLE 10.—*Standard Wage and Average Actual Earnings Per Day in Logging Industry in Finland, 1937 and 1938*

[Average exchange rate of markka in 1937 and May 1938=2.2 cents]

| Occupation | Standard wage per day | | Actual average earnings per day | |
|---|---|---|---|---|
| | 1937 | 1938 | 1937 | 1938 |
| Country as a whole | *Markkaa* | *Markkaa* | *Markkaa* | *Markkaa* |
| Lumberers | 32.88 | 38.51 | 39.81 | 47.06 |
| Timber haulers (man, horse, and equipment) | 80.54 | 112.36 | 97.99 | 134.01 |
| 14 districts | | | | |
| Lumberers | 30.00–45.00 | 32.34–51.37 | 37.00–52.00 | 42.18–60.38 |
| Timber haulers (man, horse, and equipment) | 67.50–123.75 | 94.31–152.33 | 92.50–130.00 | 106.44–160.22 |

It appears from the above figures that the average daily earnings of lumberers during the winter of 1937–38 were 22 percent higher, and of timber haulers 10 percent higher, than in 1936–37.

Figures giving the average earnings of timber floaters are not available, but their hourly wage standards in 1938 ranged from 5.25

[5] Cubic meter = 1.308 cubic yards.
[6] Centimeter = 0.3937 inch.
[7] Kilometer = 0.6217 mile.

2: Anonymous G-4, 5 (no date) 1939 RB1 Baltic Countries Finland E01



markkaa in the Lapland district to 3.75 markkaa on the southern coast. The corresponding maximum and minimum standards for 1937 were 5.00 and 3.50 markkaa, respectively.

### VARIOUS INDUSTRIES

Wage statistics in Finland are based on data provided by employers' federations and are somewhat influenced by the fact that in some industries information is not available for small companies not affiliated with these federations. Furthermore, the level of wages is also largely dependent on the relative cost of living in the different communes in which the industries are located. Table 11 gives both hourly wages and average yearly earnings in specified industries for able-bodied workers over 18 years of age, by sex, for 1936 and 1937. The figures include overtime and piece-work pay as well as payments in kind and other benefits. It is also noted that since the cost of living, according to official index figures, was 5 percent higher in 1937 than in 1936, the purchasing power of earnings did not increase as much as the figures in the table would indicate.

TABLE 11.—*Average Hourly Wages and Yearly Earnings of Industrial Workers in Finland, by Sex and Industry, 1936 and 1937*

[Average exchange rate of markka in 1936 and 1937=2.2 cents]

| Industry | Males | | | Females | | |
|---|---|---|---|---|---|---|
| | 1936 | 1937 | Percent of increase | 1936 | 1937 | Percent of increase |
| | Average hourly wages | | | | | |
| | *Markkaa* | *Markkaa* | | *Markkaa* | *Markkaa* | |
| Blast furnaces and metal works | 5.81 | 7.07 | 21.7 | 3.35 | 4.38 | 30.7 |
| Machine shops | 7.45 | 8.44 | 13.3 | 4.73 | 5.32 | 12.5 |
| China and pottery factories | 9.06 | 9.72 | 7.3 | 5.27 | 5.60 | 6.3 |
| Spinning and weaving industry | 6.93 | 7.34 | 5.9 | 4.08 | 4.37 | 7.1 |
| Woolen mills | 6.75 | 7.10 | 5.2 | 4.16 | 4.40 | 5.8 |
| Cotton mills | 6.97 | 7.46 | 7.0 | 4.02 | 4.35 | 8.2 |
| Linen mills | 7.30 | 7.32 | .3 | 4.23 | 4.38 | 3.5 |
| Hosiery factories | 6.22 | 7.96 | 28.0 | 4.90 | 5.08 | 3.7 |
| Pulp and paper mills | 6.74 | 7.57 | 12.3 | 3.46 | 4.01 | 15.9 |
| Mechanical pulp and cardboard mills | 6.20 | 7.18 | 15.8 | 3.33 | 3.97 | 19.2 |
| Sulphite mills | 6.65 | 7.67 | 15.3 | 3.74 | 4.28 | 14.4 |
| Sulphate mills | 7.25 | 7.92 | 9.2 | 3.61 | 4.13 | 14.4 |
| Paper mills | 6.69 | 7.49 | 12.0 | 3.29 | 3.82 | 16.1 |
| Sawmills and planing mills | 6.03 | 6.83 | 13.3 | 3.20 | 3.63 | 13.4 |
| Sugar refineries | 7.59 | 7.94 | 4.6 | 4.56 | 4.81 | 5.5 |
| | Average yearly earnings | | | | | |
| | *Markkaa* | *Markkaa* | | *Markkaa* | *Markkaa* | |
| Blast furnaces and metal works | 14,410 | 16,488 | 14.4 | 8,615 | 10,219 | 18.6 |
| Machine shops | 17,960 | 20,628 | 14.9 | 11,708 | 12,792 | 15.2 |
| China and pottery factories | 22,447 | 23,843 | 6.2 | 11,[illegible]97 | 12,997 | 16.0 |
| Spinning and weaving industry | 16,417 | 17,623 | 7.3 | 9,041 | 9,932 | 9.6 |
| Woolen mills | 15,840 | 17,072 | 7.8 | 8,436 | 9,869 | 4.8 |
| Cotton mills | 16,630 | 17,929 | 7.8 | 8,816 | 9,902 | 12.3 |
| Linen mills | 16,831 | 17,411 | 3.4 | 9,650 | 10,375 | 7.5 |
| Hosiery factories | 14,250 | 18,907 | 32.7 | 11,053 | 11,546 | 4.4 |
| Pulp and paper mills | 17,097 | 19,239 | 12.5 | 8,597 | 9,802 | 14.0 |
| Mechanical pulp and cardboard mills | 15,936 | 17,881 | 12.1 | 8,572 | 9,718 | 13.3 |
| Sulphite mills | 17,388 | 19,586 | 12.6 | 9,296 | 10,637 | 14.4 |
| Sulphate mills | 18,283 | 20,048 | 9.7 | 8,955 | 10,075 | 12.5 |
| Paper mills | 16,918 | 19,197 | 13.5 | 8,116 | 9,284 | 14.4 |
| Sawmills and planing mills | 13,879 | 15,636 | 12.8 | 7,151 | 7,843 | 9.7 |
| Sugar refineries | 18,594 | 19,415 | 4.5 | 10,356 | 11,172 | 7.9 |

### STREET-RAILWAY AND MOTORBUS WORKERS

Below are given the monthly wages paid in August 1938 by the municipally owned street-railway and omnibus company operating in Helsinki.

| | Wages per month (markkaa) |
|---|---|
| Motormen and bus drivers: | |
| Basic salary | 1,900 |
| After 1 year's service | 2,000 |
| After 3 years' service | 2,100 |
| After 6 years' service | 2,250 |
| After 9 years' service | 2,450 |
| Conductors: | |
| Basic salary | 1,200 |
| After 1 year's service | 1,300 |
| After 3 years' service | 1,400 |
| After 6 years' service | 1,525 |
| After 9 years' service | 1,675 |
| Charwomen (for 4 hours' work at night) | 800 |

Hourly wages paid by the company to painters, carpenters, welders, joiners, switchmen, tracklayers, and other workers range from 9.00 to 12.00 markkaa.

The wages paid by the municipally owned street-railway companies in Turku and Viipuri are somewhat lower than in Helsinki.

*Other bus and trucking companies.*—The monthly earnings of bus drivers employed in different parts of the country vary from 1,100 to 2,000 markkaa and the weekly earnings from 300 to 500 markkaa. The conductors, usually women or young boys, are paid between 700 and 900 markkaa per month. In addition, drivers and conductors of long-distance busses usually have free meals when they are on the road.

Truck drivers are paid from 1,500 to 2,200 markkaa per month or from 400 to 600 markkaa per week. Those employed on the hourly basis get from 8.00 to 10.50 markkaa. A leading local cooperative wholesale association is now paying its truck drivers from 2,000 to 2,100 markkaa and the assistants from 1,800 to 1,900 markkaa per month.

That truck drivers in general are better paid than bus drivers is attributed to the fact that they enjoy no benefits beyond their wages and are better organized than bus drivers.

### SEAMEN'S WAGES

Table 12 gives the wages of crews on Finnish engine-driven vessels engaged in overseas traffic. The wages were fixed by an agreement between the shipowners and the Seamen's Union on September 1, 1937, effective until September 1, 1938.

2: Anonymous G-4, 5 (no date) 1939 RB1 Baltic Countries
Finland E01



465
505

TABLE 12.—*Monthly Wages of Seamen on Finnish Engine-Driven Vessels in Overseas Traffic, 1937–38*

[Average exchange rate of markka in 1937–38 = 2.2 cents]

| Class | Wage per month | | Class | Wage per month | |
|---|---|---|---|---|---|
| | Previous to agreement | Agreement, Sept. 1, 1937–38 | | Previous to agreement | Agreement, Sept. 1, 1937–38 |
| | *Markkaa* | *Markkaa* | | *Markkaa* | *Markkaa* |
| Carpenters | 1,225 | 1,430 | Donkeymen | 1,150 | 1,350 |
| Boatswains | 1,150 | 1,350 | Oilers | 1,020 | 1,200 |
| Seamen | | | Motormen | 1,020 | 1,200 |
| Able-bodied | 950 | 1,150 | Firemen, senior | 1,000 | 1,150 |
| Ordinary | 750 | 900 | Firemen, junior | 850 | 1,150 |
| Apprentice | 475 | 560 | Trimmers | 760 | 900 |

The monthly wages of stewards ranged from 1,900 to 2,400 markkaa and of cooks from 1,250 to 1,550 markkaa, depending on the size of the crew. The corresponding wages of stewardesses ran from 1,100 to 1,200 markkaa and of woman cooks from 900 to 1,000 markkaa.

The working day of deck and engine-room crews is fixed at 8½ hours, of which a half hour is devoted to clearing up and cleaning after the ordinary 8-hour day. The working day of stewards and cooks is 10 hours on freighters, with a maximum of 12 hours on passenger vessels.

The overtime pay on week days is $\frac{1}{150}$ of the monthly wage and on Sundays $\frac{1}{75}$ of the monthly wage. In loading and discharging the overtime pay after the first 2 hours is $\frac{1}{75}$ of the monthly wage.

### BUILDING TRADES

465
531

Minimum hourly wages in the building trades in Helsinki are shown in table 13, effective from April 1, 1938, to April 1, 1939, according to the collective agreement.

TABLE 13.—*Minimum Hourly Wages in the Building Trades in Helsinki, Finland, April 1938–39*

[Average exchange rate of markka in 1937–38 = 2.2 cents]

| Occupation | Minimum hourly wage, according to ability | Occupation | Minimum hourly wage, according to ability |
|---|---|---|---|
| | *Markkaa* | | *Markkaa* |
| Carpenters working on scaffold | 10.00–11.00 | Helpers | 8.25 |
| Carpenters performing other work | 11.00–12.00 | Stonecutters | 12.00–13.00 |
| Bricklayers | 11.00–12.00 | Drillers | 12.00 |
| Brick carriers | 9.50–10.50 | Apprentices | 9.50–12.00 |
| Helpers | 7.65– 8.50 | Helpers | 8.25– 9.00 |
| Women carrying mortar | 7.00– 7.50 | Drivers, trucks of— | |
| Women otherwise employed | 6.00– 6.50 | 2,000 kg. or more: | |
| Cement workers | 11.00–12.00 | With helper | 43.00 |
| Plasterers | 11.00–12.00 | Without helper | 36.00 |
| Concrete workers | 11.00–12.00 | Less than 2,000 kg.: | |
| Helpers | 9.00–10.00 | With helper | 37.00 |
| Concrete mixers | 8.25– 9.25 | Without helper | 30.00 |
| Winch operators | 9.00– 9.50 | Drivers, truck, not driving own trucks | 9.50–10.50 |
| Asphalt layers | 11.00 | Helpers | 7.50– 8.50 |
| Asphalt cookers | 10.00 | | |
| Asphalt carriers | 8.40 | | |

F 465 214

## PRINTING AND PUBLISHING

Table 14 gives the hourly minimum wages of printers and certain other workers in printing and publishing trades as fixed by collective agreements in Helsinki, Viipuri, and various other localities where the cost of living is highest in Finland. The difference between the minimum wages paid in districts where the cost of living is highest and districts where it is lowest is about 20 percent.

TABLE 14.—*Minimum Hourly Wages in Printing and Publishing Trades in Finland, by Occupation*

[Average exchange rate of markka in December 1937=2.2 cents]

| Occupation | Minimum hourly wage— | | Occupation | Minimum hourly wage— | |
|---|---|---|---|---|---|
| | Before agreement | Since agreement, Dec. 1, 1937 | | Before agreement | Since agreement, Dec. 1, 1937 |
| | *Markkaa* | *Markkaa* | | *Markkaa* | *Markkaa* |
| Printers | 8.50 | 9.61 | Lithographers, offset printers, chemigraphers, and rotagravure printers[1] | 8.50 | 9.61 |
| Apprentice printers | | | Bookbinders[1] | 8.50 | 9.61 |
| First year | 2.13 | 2.40 | Bookbinders, women: | | |
| Second year | 2.81 | 3.17 | First year | 2.10 | 2.37 |
| Third year | 3.74 | 4.23 | Second year | 2.55 | 2.88 |
| Fourth year | 5.10 | 5.77 | Third year | 3.40 | 3.84 |
| Sixth year | 7.14 | 8.07 | Fourth year and thereafter | 5.05 | 5.71 |
| Plate printers | | | | | |
| First year | 2.40 | 2.71 | | | |
| Second year | 3.60 | 4.07 | | | |
| Third year and thereafter | 4.80 | 5.42 | | | |
| Special work | 6.00 | 6.78 | | | |

[1] Apprentices' wages are same as those for apprentice printers.

## *Wages in Latvia* [8]

L 461 465

The working day of the industrial workers in Latvia is fixed at 8 hours and on Saturdays at 6 hours. Farm hands, ship crews, domestic servants, hospital employees, teachers, policemen, and employees of prisons are not subject to the 8-hour law, their working hours being covered by special regulations.

L 465

Wage statistics represent hourly rates, and no figures are available indicating the earnings of piece workers. However, it is understood that the greater part of the piece work, especially in the manufacturing industries, is paid for in the form of bonuses, in addition to hourly wages, to workers who produce over a certain standard amount. Such additional earnings are included in the figures covering average net earnings per hour. In general, piece work is done whenever that basis is applicable. In Latvia it is common in some types of unskilled labor, such as logging, loading, and carting, as well as in skilled labor.

[8] Report of Allan Lightner, Jr., American vice consul at Riga.